



January 11, 2013

You may be wondering why your first paycheck in 2013 was less instead of more, since you should have received your annual 2.5 percent raise. Well the reason is **the Social Security Payroll Tax Rate Returned to 6.2 percent**. The temporary Social Security payroll tax rate reduction from 6.2 percent to 4.2 percent in effect for wages paid in 2011 and 2012 was not extended by Congress for 2013. Beginning with this week's paycheck, the Social Security tax rate has been returned to 6.2 percent. On the bright side, for employees in the private sector, take home pay has also been impacted by increased health insurance premiums. **Fortunately, the employee charge for health insurance with the City did not increase.** In fact, the premiums have not increased for almost five years. If you have any questions, please contact Jessica Peach in Finance at 550-6689

Welcome back to **BNS's Zoning and Development Coordinator Tom Marsh** after being gone for most of 2012 **serving on active duty with the U.S. Navy**. Tom is a reservist and was mobilized to the staff of the Commander, U.S. Navy Forces Central Command (NAVCENT), in support of the



ongoing Operation Enduring Freedom. Fortunately for Tom (and his family!), after a short visit to Bahrain he was assigned to a post near London, UK, where he represented the NAVCENT staff in 2 multinational headquarters, one NATO and one European Union. Tom has over 23 years of service in the Navy including active duty and reserve time. Tom has returned to the BNS Department working on development and growth management issues with **Assistant City Administrator Vernon Gerth**. **Thank you to all**

those who have stepped up to assist the City while Tom has been serving our country and also continue to remember and support our other COF employees who have been or are currently on active duty around the world!



Congratulations to Risk Manager Rodney Escobar who is leaving us to take a new position with the Treasury Department as Director of Claims Administration and Risk Management. The Treasury is part of the legislative branch of the State of Tennessee. The Claims Administration and Risk Management Department oversees the State of Tennessee's insurance program, which is responsible for protecting and maintaining the financial integrity of all state-owned assets valued at 19 billion. This department will also oversee the State's tort liability claims, safety program, and workers' compensation program for all State Agencies, and the Criminal Injuries Compensation Program.. Rodney has been with the City of Franklin for 16 years, and has worked as a police

officer, K9 officer, detective, Sergeant, Lieutenant, and Risk Manager

Reminder, you should be meeting with your supervisor soon to go over your **2012 performance objectives**. Thank you to those who participated (nearly 100% in setting goals) and thank you to the **Board of Mayor and Alderman** who approved funding for the one-time pay supplements to reward your performance on these objectives. **Everyone who participated will get at least \$50 since this is the first year** and you could get more depending on your goals, their impact on the city, and your achievement. **Please take time to watch this 2 minute video that explains the process in more detail:** <http://inside/Administration/SitePages/Home.aspx> (click on "2012 Major Work Objectives")

Benefits Manager Tammie Pitts is the winner of the **Mayor's Parking spot** this week. **Billing and Collections Technician Therese Carrier** nominated Tammie, she said, *"Tammie always goes above and beyond when I need assistance concerning an insurance or benefits matter. She is very patient in explaining verbiage I don't understand and if she doesn't have the answer to my question, she will find the answer then get back with me. Tammie truly exemplifies what it means to serve others."* **If you see someone doing a good job, send us a line at agoodjob@franklinton.gov**

Mayor Ken Moore will be attending the **Viva NashVegas** show at the **Handy Hardware** store at 731 Columbia Ave. tomorrow at 11a.m. He'll be taping a segment for his Franklin TV program, "Moore with the Mayor" The bluegrass band Harpeth Rising will be performing. Read more about it here <http://www.williamsonherald.com/home?id=82435>.

Thanks for all you do! Have a good weekend

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